

**COLLECTIVE BARGAINING AGREEMENT**  
**PUBLIC SECTOR / NON-POLICE & NON-FIRE**

Public Employer:	Haledon Board of Education			County:	Passaic
Employee Organization	Haledon Education Association			Employees in Unit:	107
Base Year Contract Term:	7/1/2011	6/30/2014	New Contract Term	7/1/2014	6/30/2017
Type of Settlement:	<input checked="" type="checkbox"/> Mediated Settlement <input type="checkbox"/> Fact-Finder Recommendation <input type="checkbox"/> Voluntary Settlement <input type="checkbox"/> Super Conciliation				

Section IV: Analysis of new successor agreement		<u>NEW AGREEMENT ANALYSIS</u>			
Total Base Year(previous agreement)	<u>\$6,849,660</u>				
<u>Effective Date (m/d/yyyy)</u>	<u>7/1/2014</u>	<u>7/1/2015</u>	<u>7/1/2016</u>		
Percent Increase .....	<u>2.45%</u>	<u>2.45%</u>	<u>2.45%</u>		
Total cost of increase ..	<u>\$163,610</u>	<u>\$167,400</u>	<u>\$171,755</u>		
Total base salary (successor agreement) .....	<u>\$6,831,170</u>	<u>\$6,998,570</u>	<u>\$7,170,325</u>		

Percentage Impact (average per year over term of agreement)	<u>2.45</u>
Dollar Impact (average per year over term of agreement)	<u>\$167,588.00</u>

*Health Insurance (Indicate costs associated on each line)*

	Base Year	Year 1				
Cost of Health Plan .....	\$1,452,627	\$1,597,889				
Employee Contributions .....	\$335,687	\$408,708				
Prescription .....	\$0	\$0				
Dental .....	\$136,860	\$136,860				
Vision .....						

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Prepared by:	<u>John Serapiglia</u>	Title:	<u>Business Administrator</u>
	<u>Print Name</u>	Date:	<u>8/27/2015</u>
	<u>Signature</u>		